



THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

Salaries (3rd article).
Civil Service War News.
Ottawa Service and Patriotic Fund.
Roll of Honour.
Ottawa Service in Theatricals for Prisoners of War.
Federation Memo. to Organizations.
Women's Column.
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THE CIVILIAN

VOL. X.

APRIL 12, 1918.

No. 26

SALARIES

Increases in U. S. to Meet Rising Cost of Living.

In articles on the subject of salaries already published in *The Civilian*, two points have been principally dwelt upon. The first is that the increased cost of living makes necessary a general revision of the salary scales for the Civil Service, and the second is that this necessity has been practically admitted by the authorities in that branches of the public service instituted within recent months have been obliged, in order to secure the services of suitable people, to pay salaries much higher on the average than those paid to people who came into the Service in the old days of low prices.

The need for more generous remuneration for civil servants is further illustrated by the action of the United States Congress in handling a similar problem there. The system of legislation in the United States is so different from ours, depending, in these matters, upon acceptance of reports of committees, that it is not easy to state in a manner to be understood by Canadians just what has been accomplished, but that which is proposed with greater or less probability of adoption may be briefly set forth. The House of Representatives proposes to give a flat increase of \$120 a year to a great range of employees, totalling 240,300 individuals. This will mean an addition of \$26,000,000 a year to the total pay of these classes. This does not include postal employees, who are separately dealt with. The increases granted to postal employees are: For those with salaries of from \$600 to \$800, twenty per cent; those from \$800 to \$1,200, fifteen per cent; those from \$1,200 to \$1,800, ten per cent.

It was clearly demonstrated in the course of the debates in Congress on these matters that even the increases proposed did not

make up for the increased cost of living as shown by the figures set forth in the Government's own statistics on the economic condition of the people. But at least these increases, combined with increased parsimony on the part of public employees, would make it possible for those employees and their dependents to live, a thing impossible without some amelioration of conditions.

The main point of these increases is that they are not confined to localities or classes. The increased cost of living affects all, and the remedy must be applied to all or it is an exercise of favoritism and not of justice.

The increases in salaries made in Canada last year by parliamentary or governmental action were all gratefully acknowledged, but, of course, they were merely ameliorative in their effect, they partly satisfied those benefited, but made all the more glaring by contrast the wants of those less fortunate.

The time is opportune for a general treatment of this problem of the whole Service. It is only within recent weeks that the true nature of the Civil Service has been practically recognized by the efforts to bring all classes who serve the federal government under one sufficient authority, the Civil Service Commission. As soon as all the technicalities can be completed, the Civil Service of Canada will no longer be divided as by a wall into Inside and Outside Services. Classification for purposes of efficient administration will always be necessary, of course; but the very division for such a purpose will be an assertion of the fundamental unity of the whole, just as, to-day, the division of the Service into Departments is not a division so much as an orderly arrangement for united action.

Thus we have to-day not only the problem

of the increased cost of living as affecting the whole Service, but also the recognition of the fact that all such general problems are to be dealt with on broad lines. Parliament, of course, has not loosened its hold of the purse strings, much less has it handed over to the Civil Service Commission power to arrange salaries to suit itself. But, with the Service unified under the Commission, Parliament will feel that the problem to be solved is not that of an individual or class, but of the Service as a whole. The whole country will thus be led to think of those who serve it as being one body, every part of it equally needing control and equally deserving of considerate treatment. Besides—and this is very important in so great and difficult a matter—when Parliament and the public need facts upon which to base conclusions as to the way in which the Service should be treated, they will not be given the inside facts about the Inside Service and the outside facts about the Outside Service; the high facts about the high classes and the low facts about the low classes; but they will be able to secure from the Civil Service Commission all the facts about the whole Service. And on the basis of the whole facts, and on that basis alone, can this problem be rightly considered.

This leads up to the last consideration in this series of articles on the subject of salaries, and that is the problem of making actual, organic and vital this union of the whole Civil Service.

This is a work for the members of the Civil Service as a whole. It is a work of organization; a work of training in the duties which are assigned to us severally and for the performance of which we are paid; of the development of a class consciousness which shall make us loyal to one another and devoted to the interest of the public with whose commission we are honored.

And just how all this is to be accomplished cannot be told within the space assigned here, but must form the subject of the last of the present series which, it is hoped, will appear in the next issue of *The Civilian*.

Note.—Since the above was written there has come to hand the U. S. Post Office Ap-

propriation Bill reported by the Senate April 2nd. It is pointed out that the increases granted by way of relief will amount to \$33,297,000. The report further states: "The salary increases provided in the House Bill, along with the proposed \$200 salary increase for the entrance grades for clerks, carriers, and railway postal clerks, will involve an additional expenditure for the fiscal year ending June 30th, 1919, of \$40,433,000, approximately \$50,000,000 for the next succeeding fiscal year and about \$45,000,000 for the second succeeding fiscal year.

As regards the remainder of the Service in the neighboring republic, the latest report to hand is to the effect that "the appropriations committee reported favourably to the House a flat increase of \$120 a year for all government employees other than postal who get \$2,000 a year or less. An unofficial estimate is that the cost of this increase will be \$26,000,000.

OUR GIRLS OVERSEAS.

Announcement by the Chief Press Censor that the draft of V.A.D. nurses which left Ottawa several weeks ago has arrived safely in England is of special interest to the Civil Service because, of the twelve nurses who left Ottawa, six are from the Dominion Service and two from the Imperial Munitions Board staff.

The girls of the Dominion Service are Misses Vera Johnston and Muriel Robertson of the Naval Service, Helen Carter of the Interior, Laura Mulvaugh of Agriculture, Ethyle Peters of Militia and Defence, and Louise deSalaberry of Finance.

The members of the I.M.B. staff are Misses Florence Thompson and Hester Cossar.

There are a number of civil servants already overseas in both the V.A.D. and regular army nursing services, and one, Miss Alice Houston, V.A.D., has been Mentioned in Despatches. A still larger draft is ready to go just as soon as the powers that be, civil and military, give the necessary orders.

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OUR DECORATIONS WON.

When J. Milton Skuce, of the Marine Department, came home last week he surprised his friends by the possession of a Military Medal. The decoration was awarded to him some time ago, but he did not write home about it nor will he describe the special service which won it. Leaving Canada as a sergeant-major, he reverted to the ranks in England when his unit was broken up, and was in France as lance-corporal in the 2nd Battalion. He was at Fresnoy, Vimy and Avions, and at Passchendaele was badly wounded in the left arm.

News is received that the Military Cross has been awarded to Lieut. A. W. Gregory. This officer is, in civil life, on the staff of the Department of Public Works. He went overseas with a draft from the 58th Battalion.

WAR PERSONALS.

Lieut. George P. Morse has been appointed resident engineer of the Royal Flying Corps aerodrome at Godmanston, Ireland. Lieut. Morse went overseas as a private in the 203rd Battalion. In civil life he is on the Public Works staff at Prince Albert.

Gunner John A. Hart, of Toronto post office, is dangerously ill in hospital in England. The cables do not indicate whether his illness is from wounds or disease.

The King recently visited an East Coast air station and held an investiture, at which Flight Commander J. O. Gilpin, R.N.A.S., received his D.S.C.

Capt. T. H. Parker, of the Observatory staff, who went overseas with the 2nd Pioneers early in the war, was wounded in April, 1916, and subsequently promoted, recently spent a furlough in Italy. His brother is a lieutenant in the Royal Engineers and is now in Macedonia.

Private Jean Baptiste LeClaire, discharged at Kingston district headquarters as unfit for further service, was one of the civil servants of Dawson, Yukon, was enlisted with Captain George Black's company of infantry. Overseas he was drafted to the

Princess Pats, and saw several months' hard work in the trenches. Shot and shell spared him, but the trench fever seized upon him, and from its effects he is now returned to civilian life. Private LeClaire was fifty-six years of age just before his discharge and has been an employee of the Interior Department for fifteen years. He will now have three months' furlough to visit his old home at Aylmer, Que.

The resignation of Colonel C. A. Hodgetts, C.M.G., from the position of Commissioner of the Canadian Red Cross Society in London, has caused much surprise. Col. Hodgetts states that lack of co-ordination between the duties of Commissioner and those of the London advisory committee made his position untenable.

CIVIL SERVICE CASUALTIES.

JAMES CARROLL, of the staff of the Commission of Conservation, who was reported missing on August 15th, 1917, is now officially reported as "presumed to have died." Private Carroll was a recruit of the Duchess of Connaught's Irish-Canadian Rangers and went overseas with that unit, but was subsequently with the 24th Battalion in France.

THOMAS MCKINNELL, of the Toronto Customs House staff, died of wounds on March 14th. He enlisted in 1915 with the C.A.M.C., but transferred to the "Princess Pats" in France. He had been wounded on two previous occasions. He was a graduate of Dublin University, and his parents reside in Ireland.

FLT. LIEUT. A. D. POPE, R.N.A.S., reported wounded and missing on March 23rd, was in the employ of the Dept. of Public Works when he enlisted, in 1914. He was originally with the Engineers and spent twenty months in the trenches before he entered the R.N.A.S. He is a son of George D. Pope, of the Dept. of the Interior.

LIEUT. JOHN A. HUGGINS, wounded in the arm, belongs to the Department of Finance. His father and younger brother are both overseas.

The Roll of Honour.

Volunteers from the Public Service of Canada for active military service.
Number of names previously published—4,311.

NINETY-THIRD LIST

Edward E. Freeland, Geological Survey, Ottawa, Civil Service Siege Battery.
Henry John Turner, Interior, Ottawa, Trench Mortars.
Diamond Jenness, Geological Survey, Ottawa, Civil Service Siege Battery.
John R. Cox, Geological Survey, Ottawa, Civil Service Siege Battery.
Thomas Sehl, Marine, Victoria, B.C., Royal Flying Corps.
W. E. Huxtable, Marine, Victoria, B.C., Royal Flying Corps.
W. Cross, Dept. of Mines, Ottawa.
Lt. P. H. Desormeaux, Dept. of Mines, Ottawa, R.F.C.
John Stotesbury, Dept. of Mines, Ottawa, R.N.C.V.R.
Lieut C. H. Payne, Trade and Commerce, Ottawa.
F. C. Riggan, P. O. Inspector's Office, London, C.F.A.
W. E. Pearson, P. O. Inspector's Office, London, C.F.A.
W. McCausland, Post Office, London.
N. Porte, Post Office, London.
C. H. Drew, Post Office, London, C.F.A.
A. J. Warner, Post Office, London, C.A.M.C.
W. C. Cooney, Letter Carrier, London, Postal Corps.
Muriel Robertson, Naval Service, Ottawa, V.A.D. Nurse.
Vera Johnston, Naval Service, Ottawa, V.A.D. Nurse.
Helen Carter, Interior, Ottawa, V.A.D. Nurse.
Laura Mulvaugh, Agriculture, Ottawa, V.A.D. Nurse.
Ethyle Peters, Militia and Defence, Ottawa, V.A.D. Nurse.
Louise deSalaberry, Finance, Ottawa, V.A.D. Nurse.

OTTAWA CO-OP. SUPPLY ASSN.

Two hearings in the winding up proceedings in connection with the Civil Service Co-operative Supply Association have been held in the Local Master's Court. The first took place on Saturday, March 30, when the foundation facts of the case were put before the Master. The second hearing was on Friday, April 5, and the issue before the Master was to determine the status of the noteholders—whether they are to rank as preferred creditors with the debenture-holders, or as ordinary creditors. W. C. King and Mrs. J. Deacon appeared as test cases for the noteholders, and John McLeish and H. T. Owens, members of the former Board of Directors, were heard regarding the respective issues of notes and debentures. After hearing the parties, the Master set Thursday, April 18, at 10 a.m., for hearing argument of counsel. J. P. Ebbs represented the debenture-holders, Frank

Burgess appeared for W. C. King, and A. W. Kelley acted for the creditors.

MAJOR OWEN PROMOTED.

Major Wallace Owen, son of the late A. W. Owen, for many years accountant of the Marine and Fisheries Department, has been promoted to the command of the western division of the British Recruiting Mission in the United States, with headquarters in Chicago.

Major Owen is a veteran of the great war, having seen service on the battlefields of Ypres, the Somme, Vimy Ridge, and Messines. He went to France in 1916, and saw 14 months of service during some of the heaviest fighting of the war.

Before going overseas, Major Owen was a member of the Royal Northwest Mounted Police. He spent his boyhood days in Ottawa.

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Ottawa, April 12, 1918



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UNDER.

—Lloyd-George.

OUR BOYS

Previously reported:

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Wounded	452
Prisoners	19

DEAD

JAMES CARROLL.
THOMAS McKINNELL.

WOUNDED

FLT. LT. ARTHUR D. POPE.
LIEUT. JOHN A. HUGGINS.

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tion Act, the members of the Govern-

ment themselves put forward the very
strongest arguments for such a step.
In his speech on the estimates of the
Department of Public Works, Hon.
F. B. Carvell, stated that there were
twenty men in his Department who
had outlived their usefulness and who
were not entitled to superannuation,
and that it would be a great hard-
ship to dismiss them.

Presumably these men will be kept
on the pay-roll indefinitely, costing
the country somewhere from \$20,000
to \$40,000 per year. As they die off
their places in the "useless" list will
be taken by others who have grown
old and become inefficient, and who,
likewise, have no superannuation pro-
vided for them.

In the face of such evidence, of their
own providing, can Hon. Mr. Carvell,
or any other Minister who seriously
desires to conserve the financial re-
sources of the country, hesitate for a
moment to give the strongest support
to any measure designed to abolish
such a drain upon the public purse?
Can they honestly say they are too
busy to attend to this matter? There
are few things on which a committee
of the Cabinet could spend its time
to better advantage.

Once more let it be pointed out that
this is the most favorable time in all
the history of the Dominion for the
inauguration of a Civil Service Sup-
erannuation system. Owing to the
entrance into the Service during the
past few years of hundreds of very
young persons, the average age of the
Service to-day is lower than ever be-
fore. Nor will it be so low again for
many years to come, for this addition
of large numbers of very young per-
sons has probably reached, if not pass-
ed, its maximum. Returned soldiers
are now entering the Service in large
numbers. These are of greater aver-
age age than the entrants of recent
years. In the hard times that are sure
to follow the war a greater number
of persons of maturer age will be at-
tracted by the security of employment

that the Civil Service offers. From these causes the average age of the entrants will be higher, while the younger persons already in the Service will be growing older. Thus, at any succeeding year for a very long time to come the average age of all civil servants will be rising.

It may be accepted as settled that any superannuation system to be adopted for the Civil Service will be one under which both the Government and its employees will be contributors to the fund. By starting such a system when the average age of the Service is very low, a greater time will elapse before the drafts upon the fund for retiring members will begin to increase rapidly. The thousands of young people will pay into the fund for a great many years before they receive any return from it. For the first ten to twenty years the payments by contributors should enormously exceed the calls upon the fund. The surplus so accumulating would be at the Government's disposal for use at the time when money will be sorely needed to pay war debts and to sustain public enterprises.

Surely this situation will appeal to the business instincts of the Government of to-day! Surely they will not delay unnecessarily in passing a Superannuation Act which will render it impossible for such a wasteful and pitiful situation as that discovered in his Department by Hon. Mr. Carvell to again develop in any part of the public service of Canada!

THE FRANCHISE.

For several sessions the question of the disfranchisement of civil servants has cropped up in the House of Commons when the civil government estimates were under discussion and at other times. The discussion has been academic, no action having been taken. Mr. A. E. Fripp, M.P. for Ottawa, while ardently in favour of votes for servants of the state dressed in khaki,

has expressed himself as in favour of the disfranchisement of government employees garbed in civvies. In the opinion of *The Civilian*, these views are inconsistent, and certainly do not reflect the sentiments of the Civil Service constituents whom Mr. Fripp is supposed to represent in a large measure.

The public man who advocates the disfranchisement of government employees cannot be said to *à jour* with present day tendencies of government. More and more great public services are passing under state control and are being administered by public servants. The acquisition of the Canadian Northern system, for instance, adds a large number of people to the government service, and if other railways should be similarly acquired the number of state servants will be still more largely increased. The conception could be entertained in the not distant future of more people being employed in federal, provincial and municipal enterprises than in other occupations and callings. If the principle of the disfranchisement of state servants were to obtain, a minority of the population would control all legislation by virtue of their vote—an absurd state of affairs. It is to be hoped that the Civil Service disfranchisement idea, now in danger of becoming a hardy annual, will be uprooted for all time.

In this connection, a member of the Inside Service communicated with Sir Joseph Ward, Minister of Finance in New Zealand, where state ownership has been carried further than in any other country in the world, to ascertain whether civil servants there were discriminated against in the matter of the franchise. From the reply received, which appears elsewhere in this issue, it will be noted that civil servants in New Zealand are treated precisely the same as Canadian civil servants are at present in the matter of franchise; and Sir Joseph gives no hint that the idea of disfranchising

public servants has any advocates in that part of the Empire. *The Civilian* ventures to hope that there will be no more advocacy of disfranchisement in parliamentary circles, and that the right of public servants to the principle of self determination in the exercise of the franchise will be forever considered an axiom of the Canadian constitution.

CIVIL SERVICE PLAY.

On another page of this issue is the announcement of an amateur theatrical performance which is being produced under the auspices of the Civil Service Association of Ottawa.

As varied as have been the activities of the Ottawa Association, particularly in the past two years, the role of producer is a new one, and the departure from the sphere of reform work is, to say the least, a startling one. It is fair to inquire therefore what may be the motive behind it all. After very careful reasoning and a still more careful survey of the facts, the conclusion is reached that the Association is more far-seeing than is generally supposed, and in this, as in every other activity entered upon, has the interests of the Service at heart.

A body of men and women, five or six thousand strong, employed almost at a common task, serving the one master and all living comparatively within a very small radius, should be a force unto themselves if welded together in a great co-operative movement. Varied attempts have been made to realize this goal, unhappily with poor success. The failure in the past may be attributed primarily to a want of self-confidence, for before something really tangible can be done, the Service must know itself, arouse from within a common mind, and set up a definite purpose for its goal. The attainment of these will see the establishment of an *esprit de corps* such as the Service has never before known.

The Ottawa Association visualizes the possibilities of the future, and is

pursuing the very wisest course of reaching the goal which it has set up for the Service. The step now being taken has for its immediate object the instilling of a confidence in the Service, which will eventually manifest itself in greater things.

Incidentally, we feel the Civil Service reform now pending will, when crystalized into law, open a new chapter in the history of the Canadian Civil Service, and, more than anything else, pave the way for a great community of interests. Petty jealousies and intriguing behind the scenes must give way in the face of the Merit System.

The performance is to be Gilbert's "*Pygmalion and Galatea*," a high-class Grecian comedy. There will be a curtain-raiser, entitled "The Artist's Dream." The whole production promises to be one of an exceptionally high order from an artistic point of view.

The cast is comprised wholly of civil servants. A great deal of time, not to mention a lot of hard work, has been given by the cast.

The proceeds are to be devoted to the Prisoners of War Fund, than which there is no worthier cause nor one which should appeal more to the good-will of civil servants.

We hope the Service at Ottawa will "go over" in large numbers on May 1st, for the Prisoners of War and for the Civil Service Association of Ottawa.

RESOLUTION ON THE BILL.

As *The Civilian* goes to press, the terms of the resolution introducing the Civil Service bill is announced, and is reproduced in the news columns. Interest in the contents of the bill will be keen both in Ottawa, where some readjustment of grades and salaries is promised, but perhaps more especially outside of Ottawa, in regard to which the expected reforms were being eagerly anticipated. In case the question of salaries for the Outside Service is not dealt with in the bill, *The Civi-*

lian would point out that such an omission would not be cause for apprehension as it has been specifically stated that provision to meet the cost of living would be dealt with in a separate bill.

UTTERLY UNTRUE.

In the Winnipeg Free Press of April 5th, Mr. D. A. Ross, M.P.P. for St. Clements, Man., in an interview, giving some impressions of a recent trip to the East, has the following to say respecting the Civil Service:

"An extraordinary feature of the situation, as I saw it, and one which, in my judgment, ought to be communicated with the greatest thoroughness to the Canadian people, is that the rank and file of the civil servants at Ottawa are hostile to the Union Government, and that Liberals and Conservatives alike in the Service are seeking to thwart the aims and purposes of the Government. These employees prefer the old method of party government, with its patronage and party favours."

This extraordinary item has reached us only just in time to enable us to brand it as a falsehood from first to last. If the gentleman had stated absolutely the opposite fact he would have given indications of a mind capable of picking up reliable facts and drawing just deductions while on foreign travels. It is to be hoped the C. S. Federation of Canada will ask Mr. Ross for a justification of his interview given to the Free Press in so far as it misrepresents the Civil Service of Canada. *The Civilian* will take up the cudgels on this behalf in the next issue.

AN EXCEPTION.

The Civilian places upon its Roll of Honour the name of Lieut. C. H. Payne, although he joined the over-

seas forces after the calling out of his class under the Military Service Act. An exception to the rule excluding such names from the Roll is made in this case because the editors have knowledge that Lieut. Payne earnestly desired to go to the front early in the war, but was detained at civil duties. Sir George Foster bore testimony to this on the floor of the Commons last session. Lieut. Payne could have gone overseas in a much higher rank with any one of several battalions had he been free to accept offers made to him when those units were organized.

Win the war.

Find the best work you can do—
and "carry on."

If Parliament is to prorogue before the end of May, the next six weeks should be crammed with events of tremendous importance to the Civil Service.

The letter carriers have carried on a Dominion-wide campaign to arouse sympathy for their plea for living wage. Newspaper comments and the resolutions of municipal councils indicate that the public are with the "postmen." And the public are supposed to be the masters of parliament. This foreshadows a big boost for the carriers.

Congratulations to the Women's Branch of the C. S. Association of Ottawa on securing splendid quarters for a club room! Also thanks to Hon. F. B. Carvell and the officers of the Department of Public Works who assisted the project to success! This is the biggest and best thing the women of the Service in Ottawa have done for themselves since they organized.

The last few weeks have been noteworthy for the number of deaths among the older and higher officials

of both the Inside and Outside Services. The dropping out of old-timers and the great influx of new appointees is transforming the personnel of the Service amazingly fast.

There have been some mighty fine Acres in Ottawa real estate. What?

Every Canadian civil servant should do everything he or she can to boost the agricultural production of the Dominion. This is not a matter for idle choice, but a stern demand of patriotic duty. The man who has time and strength for field sports but none for gardening is a slacker. Every extra mouthful of food that is grown is so much extra available for export—so much more for the men at the front—so much more to our credit in the trade balance. One can't

start gardening in midsummer. Get ready now.


STRONG LANGUAGE.

(New York Evening Sun.)

The Rev. Dr. Charles A. Eaton is saying to the men who are building ships for the U.S.:

"Germans? I say to hell with the Germans! . . . You fellows are doing a work here as important as the work of the men in the trenches, and you've got to realize it. You are going to get a lot of spies here. They'll creep in. If you ever come across a man with a bomb don't say to him, 'Come outside, brother, and let us pray.' Don't slap him on the wrist. Truss him up, take him out to the meadows, place his damned bomb on his chest and then stand off a few feet and watch him get blown to hell. . . ."

Amen, Parson.



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Civil Service Federation in Canada

Memo. to Organizations.

Since the convention in November last the officers and executive at Ottawa have been constantly engaged upon Federation business in the nature of committee meetings and consultations with the Honourable A. K. Maclean, the Commissioners, and Mr. F. H. Gisborne. The nature of much of this work is of such a character that a full account of it cannot be submitted to the organizations; much of it consisting of matters that the Government considers confidential at this time.

In regard to the proposed bill, it may be stated that the intention of the Government has been to simply consolidate all past legislation, at the same time incorporating the principles of the Order in Council of February 13th in *re* the Outside Service and Patronage. The Federation officers and executive have endeavoured to press upon the Government a number of reforms as noted in *The Civilian* of March 29th. Whether success is achieved or not in these efforts, a great deal of valuable educational work will have been accomplished. The Hon. A. K. Maclean is the man of the hour for the Service—being accessible at all times, evincing a ready sympathy, and honouring the Service representatives with the fullest possible measure of his confidence. There seems some hope for belief that with Mr. Maclean acting for the Government in Service matters, the “union” of the two present divisions will be considered, and, if possible, consummated, and also that the problem of reorganization will be tackled.

There appear to be no difficulties in the way of Superannuation except the temporary one that the proposed length of the present session does not permit of the Government devoting the necessary time to it. The Government admits the necessity of such an act and, while no promises have been made, there are strong reasons for believing that Superannuation will be law at the next session of Parliament.

As soon as possible after the C. S. Bill is laid on the table, copies will be mailed to the secretaries of all organizations.

The greatest pressure has been brought to bear upon the Government in regard to relief to meet the cost of living. Mr. Maclean has been much impressed and is arranging further meetings between the Federation and other members of the cabinet. There is no doubt that some attempt will be made to relieve the distress existing in the lower-paid classes, especially of the Outside Service, some of whom have had no relief for years. What form this will take and how far it will go to meet the emergency will be developed in the near future.

The Federation has specialized on the subject of “union” of the two Services. Mr. Maclean was asked for an interview to be devoted exclusively to this question. The case was urged from all standpoints and the Minister promised to submit the proposal to the Government.

New Organizations.

Owing to the favourable developments in legislation for the Outside Service, an impetus has been given to the formation of new organizations. The Federation is indebted to a number of co-operators for these results. Among these may be mentioned T. T. Hawkins, L. D. Burling, F. D. Sharman, A. J. Taylor, C. A. Hives, D. H. Elliott, and a number of others who have contributed to the success. A list of organizations, either formed or in state of chrysalis, is appended. This is exclusive of organization work being carried on by the three Dominion bodies—Postal, Customs and Railway Mail. The bodies above referred to are as follows, the secretary or founder of the new association being given in each case:

- Western Canada Immigration Assn., Winnipeg, Man. Secretary, J. W. Phillip Jones, Dom. Immigration Office, Winnipeg.
- Customs Association, Calgary, Alberta. Geo. A. Walker, Secretary.
- Dominion of Canada Civil Servants Association, Vancouver, B.C. A. Kaye, Esq., Secretary, Dominion Assay Office.
- Civil Service Association, Victoria, B.C. Secretary, Gustin Aish, Esq., H.M.C. Dockyard, Esquimalt, B.C.
- Civil Service Association, Charlottetown, P.E.I., c/o Hon. J. F. Whear, P. O. Inspector, Charlottetown, P.E.I.
- Inland Revenue Civil Service Association, London, Ont. J. C. Dean, Esq., Secretary, Inland Revenue Dept.
- The Dominion Lay Meat Inspectors Association. F. W. Callaway, Esq., Secretary, 200 Seaton Street, Toronto, Ont.
- G. Bilton, Secretary, Public Works Emp. Association, 400 Maddison Street, Winnipeg, Man.
- T. E. H. Fisher, Secretary, Dominion Veterinary Meat Inspectors Association, 64 Mavety Street, Toronto, Ont.
- H. A. Small, Secretary, Meteorological Service C. S. Association, 700 Manning Avenue, Toronto, Ont.

NOTICE OF THE RESOLUTION ON WHICH C. S. BILL BASED.

Formal notice is given by Hon. A. K. Maclean of the resolution on which the new Civil Service Bill will be based. The resolution which sets forth the purposes of the Government "to make appointments to the public service upon competitive examination and otherwise eliminate political patronage in the control and management of the service" is as follows:

"That it is expedient to consolidate, revise and amend the Civil Service Acts of

Canada and to provide that the salary of the chairman of the Civil Service Commission shall be six thousand dollars per annum; and to make provision for the readjustment of grades and salaries in the various classes of the Inside Service and for the preparation by the Commission of schedules of the positions, duties and salaries of the Outside Service or of any portion or branch thereof; and to make appointments to the public service upon competitive examination and otherwise eliminate political patronage in the control and management of the said Service."

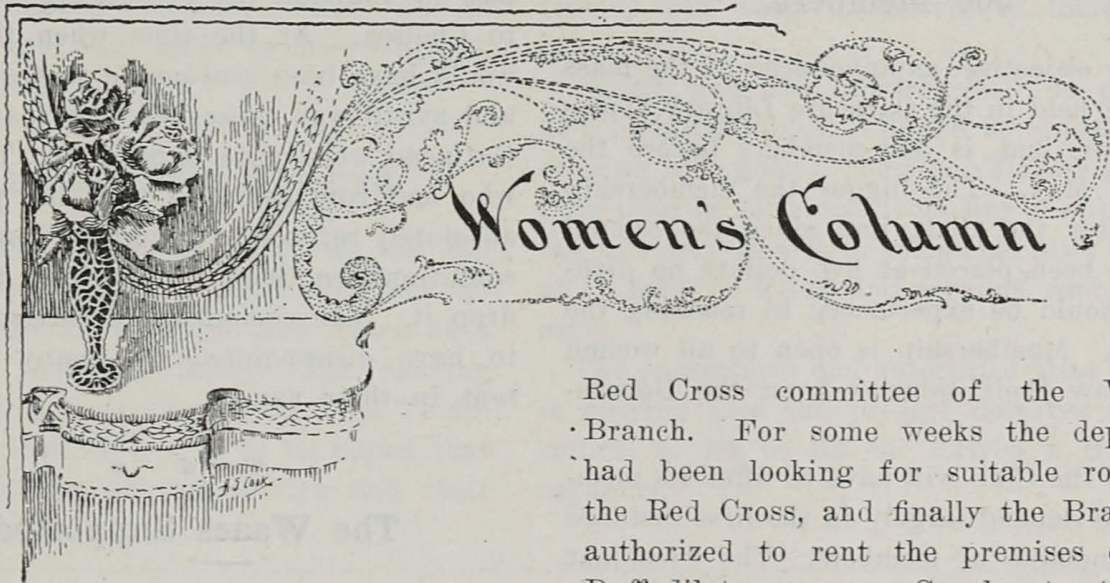
ANNOUNCEMENT.

The Civil Service Association of Ottawa announce the production of their first dramatic effort—on WEDNESDAY, MAY 1st, at The Russell. The performance of the evening is to be Gilbert's "*Pygmalion and Galatea*," preceded by a curtain-raiser, entitled "*The Artist's Dream*."

The Association expects a large attendance.

The proceeds are to be devoted to the Prisoners of War Fund.

Prices: \$1.00, 75c, 50c, 35c and 25c.



Hon. F. B. Carvell Addressed the Women.

The March meeting of the Women's Branch was one of unusual interest, as had been anticipated, when it was announced that the women of the Public Works Department would arrange the programme and that their Minister, Hon. Frank B. Carvell, would address the meeting.

Mr. Carvell had a large and attentive audience, to whom he paid the compliment of not talking down to them. The expression of such sentiments as the complete abolition of the patronage evil, promotion for merit only, equal pay for equal work, and the placing of the Service on a strictly business basis, won rounds of applause from the many women who are striving for the recognition of these very principles.

The speaker laid stress upon the need for honest work, and in expressing the expectations of the Union Government for the backing of the women in the attainment of this objective he was merely voicing what has always been the aim of the Women's Branch—an efficient Civil Service.

Mr. Carvell welcomed the day when women would take a more active part in public life and he hoped they would clean up politics. One warning he gave to the effect that when women do become members of Parliament they should safeguard the interests of those whom they represent and ask no favours because they are women.

The Minister of Public Works has shown a very tangible appreciation of the work women are doing in connection with the war, and especially that carried on by the

Red Cross committee of the Women's Branch. For some weeks the department had been looking for suitable rooms for the Red Cross, and finally the Branch was authorized to rent the premises over the Daffodil tea room on Sparks street, the department to assume the responsibility of the rent. The developments as regards these rooms for club purposes, as well as Red Cross work, is described in another article.

The programme of the evening was arranged by the women of the Department of Public Works, and consisted of musical numbers by Miss Louise Sarault, contralto; Mr. J. Arnold Thompson, baritone; Master B. Mathé, violinist, and Mr. O. O'Brien and Mr. N. M. Mathé at the piano.

The innovation of a six o'clock tea proved a success and the ladies in charge deserve a great deal of credit for their management of it.

* * *

Club Rooms in Sight.

For a long time a club room of some kind has been needed in the city by the various women's organizations, and it has been especially needed by the women of the Civil Service. Within the last few weeks events have so shaped themselves that at last a club room is a possibility. Thanks to the interest Mr. Carvell takes in the work carried on by the women, the Public Works Department has guaranteed the rent on a 3 years' lease of the Scottish Rite Chambers over the Daffodil Tea Room. What more could one desire? The project has such big possibilities. Already the Club has gotten away to a good start. Two of the branch's past presidents, Miss Florence Burt and Miss Doyle, have been appointed joint conveners of the membership committee, and they are organizing teams of canvassers to cover all the women in the public service at Ottawa.

500 Members.

Their objective, as announced at the mass meeting held in the Carnegie Library, Tuesday, Apr. 2nd, is 500 members before the first of May. The bigger the membership the better the Club, and since the annual fee has been placed at five dollars no difficulty should be experienced in reaching the number. Membership is open to all women who draw their salaries from the Government.

What the Club will have to offer its members will depend largely in the first instance on the number of members. The President of the Women's Branch at the mass meeting drew rather a glowing picture of the comforts and advantages the club is to contain, and it rests with us to make the picture a reality.

It is proposed to furnish the large room, which is spacious enough to seat 250 people, with large easy chairs, lounges, reading and writing tables, card tables, and so forth. A large dressing room will be completely equipped with all the necessities. A telephone for the use of members will be installed. A matron will be in charge from some time before the lunch hour till ten-thirty at night. Members will have the privilege of bringing in their friends—both men and women—in the evenings.

The club will be able to arrange bridge parties or even give a dance. It does seem as if some of the women who are boarding and have no privileges in the matter of entertaining their friends are going to get them here. Then think what a boon the club will be to the suburbanite. The lunch hour can be restfully spent with a book in a big easy chair rather than poking around the shops, putting in time.

One could write pages on what the club may attain in giving relaxation and pleasure to its members, but space will not permit of more now. In the next issue when the scheme is more under way we will talk about it again.

* * *

The Sugar Party Off.

It was with much regret that Miss Nellie Casey, convener of the Recreation Committee,

had to abandon the "sugaring off" party to Chelsea. At the time when the outing would have been seasonable so far as sugar and syrup was concerned, the roads up the Gatineau were quite impossible. The driver who had contracted to take the party out absolutely refused to undertake it under such conditions, so there was nothing to do but drop it. The committee is extremely sorry to have disappointed the many who had sent in their names.

* * *

The Waacs Supported.

At a recent meeting of the executive of the Women's Branch, two hundred dollars was voted from the Emergency Fund to the Y.W.C.A. for its work in looking after the recreation hours of the Women's Auxiliary Army Corps. Thirteen dollars were also added to a contribution of twelve dollars from the Experimental Farm to be sent to the Y.M.C.A. for baseball outfits, etc., to go overseas.

Keep the Emergency Box circulating.

* * *

Attention to the April Meeting.

The meeting of the Women's Branch on Tuesday, April 16th, in the Y.W.C.A. lecture hall, will be the last before the annual meeting in May, so all members are urged to attend. The women of the Post Office Department will be hostesses and an excellent programme is promised. Mr. F. E. Buck will give an address on gardening, illustrated by lantern slides, which no one can afford to miss. We all have got to get into the gardening game this Summer, so here is a chance to learn something of it. Business will commence sharp at eight o'clock.

* * *

The C. S. Garden.

Miss Florence M. Burt, who led the Women's Branch in gardening last year, has consented to take the lot at the corner of O'Connor and Argyle streets again this year. At the last meeting she made a strong ap-

peal for volunteer workers. Every one is needed, so send your name to Miss Burt, or Phone Q. 1273.

* * *

"Bridge and Five Hundred."

Miss Nellie Casey, convener of the Recreation Committee, has announced her intention of giving a bridge and dance as a benefit for the Club Room. The dancing class will give their evening to it on Thursday, April 18th, and it is to be hoped that all the members of the Service and their

friends will avail themselves of their hospitality.

Bridge and five hundred will be played at a hundred tables, followed by supper and dancing to a good orchestra. Tickets at 50c each may be obtained from any member of the Advisory Board, or telephone Miss Casey at Q. 6888 or Q.446 and arrange your table early.

The enthusiasm and enterprise Miss Casey is putting into the project deserves a big return, so let us fill St. Patrick's Hall to capacity.

THE BOY SCOUTS

Men to Lead.

There isn't a lad but wants to grow
Manly and true at heart,
And every lad would like to know
The secret we impart.
He doesn't desire to slack or shirk,
Oh, haven't you heard him plead?
He'll follow a man at play or work
If only the man will lead.

Where are the men to lead to-day,
Sparing an hour or two,
Teaching the lads the game to play
Just as a man should do?
Village and slums are calling, "Come,"
Here are the boys, indeed,
Who can tell what they might become
If only the men will lead?

Motor and golf, and winter sport,
Fill up the time a lot,
But wouldn't you like to feel you'd taught
Even a boy a knot?
Country and home depend on you,
Character most we need;
How can a lad know what to do
If there isn't a man to lead?

Where are the men to lend a hand?
Men who will rise in every land,
Bridging the "Great Divide,"
Nation and flag and tongue unite
Joining each class and creed.
Here are the boys who would do right
But where are the men to lead?

—Headquarters Gazette.

The Boy Scouts Association in Ottawa solicits enquiry from civil servants who would like to render practical, patriotic service through the medium of the Boy Scouts programme. Scouting activities represents the greatest working method yet devised for cultivation of moral, mental and physical good condition among boys. Warrants are granted to adult workers by the Canadian Chief Scout, His Excellency the Governor-General. The work is fascinating and easily learned. Previous experience is not required. Many civil servants are actively interested as Scout Officers, among them the Chairman of the Executive Committee, John Dixon, of the Commission of Conservation; Scout Commissioner, Alder Bliss, Customs Department; Major A. A. Pinard, Interior Department; Charles McKeever, Interior Department; W. A. Proctor, Dominion Archives.

Here is work of vital importance, of a character best done voluntarily, by men who do it for the love of it. The rewards of Scouting are very great and very real. Full information may be had from the District Secretary, Mr. Edward Booth, 382 Frank Street. Telephone Queen 8445.

Dominion Customs Association

A United Service.

The passing of the Order-in-Council which placed the Outside Service under the immediate control of the Civil Service Commission, with the Inside Service, was believed to be merely a preliminary step towards the consolidation of the two Services, simplifying the conditions under which both branches would be operated.

No doubt existed in the minds of those who make a study of Civil Service questions, that this would be the natural outcome of the important action of the Government towards the removal of patronage. The unification of the whole Service would further prevent any possibility of political influence being exerted in the entrance or promotions in the Service.

As long as the Outside Service is separate and distinct, and considered as one branch, and the Inside Service as another, so long will it be the goal of the politicians, who will never cease their efforts until a breach is made for the benefit of the hungry place-hunters. Consequently it is in the interest of the Government which hopes to secure a respite from the pernicious custom of the past to see to it that the legalizing of the Order-in-Council, by an Act of Parliament, includes an amendment which will abolish the so-called Outside Service.

In unity there is strength. In the united service, there is harmony of administration, smoothness of operation, efficiency and economy. In England, the United States and other countries, there are no Outside Services as exist in Canada, and so far no good argument has been advanced against this most desirable legislation.

The combined service, through the Civil Service Federation, is unanimous to a man for the change. The reclassification of the Outside Service to fit into the schedule and classification of the Inside Service offers no serious obstacles, as ninety per cent of the Outside Service consist of men whose duties are chiefly clerical.

We submit, therefore, that this important

and highly necessary feature of Civil Service reform should be included in the new Bill.

* * *

Legislation, Etc.

A Committee of Legislation for the Dominion Customs Association has been named by President Taylor. It is composed of residents in Ottawa, and the following are the officers: Messrs. F. Kehoe, chairman; T. A. Hood, vice-chairman, and W. J. Fraser, secretary. This committee has had many meetings, interviews, etc., and has done a lot of good hard work, largely educational in its character. It is expected that an important interview will be had soon, and the committee is to be reinforced by a number of delegates from outside Associations who will be present to give their support and encouragement on this important occasion.

Any Association who can send a delegate for the important conference referred to above is invited to communicate with the Secretary-Treasurer, who will gladly give the information required. This is regarded as a most important affair, and the Legislative Committee are asking for all the available help on this occasion. Due notice will be given to enable the delegates to reach Ottawa in time.

Representatives from Alberta, Ontario, Quebec and Nova Scotia, about fifteen in all, have volunteered to be here, and help with their presence and advice. Several Associations have the matter under advisement, and it is expected that the Government will have the opportunity of discussing matters of importance with the members of the Customs Outside Service, in a convincing and, it is hoped, successful manner.

* * *

Notes by the Way.

A matter, too important to be lost sight of, was the partial disappearance of the general salary increase of last year, which

in general, and dated from April 1st, which was intended for general distribution to all branches of the Service. This was done until the Outside Customs was reached, where it was overlooked until September, five months later.

It is hoped that the Government will act promptly in paying the balance of the increase, due on April 1st, to the officers of the Customs Outside Service, who, for some reason, were overlooked or neglected. Representations in this matter have been made to the Acting Minister of Finance, Hon. A. K. Maclean, and were favourably received and action is expected shortly.

The Halifax fund for the relief of the Customs officers closed a few days ago, with a subscription of \$10 from Ocean Falls, B.C., and \$50 from Ottawa, which have been forwarded to Halifax. All amounts previously received were duly acknowledged in *The Civilian*. In closing the fund it is safe to say that the generous response serves to indicate one of the benefits of organization. The Dominion Customs Association, although only a few months in existence, was able to grasp the connecting threads of the different branch associations from the Atlantic to the Pacific, and unite them in an appeal which met with such a splendid response.

It is a pleasure to record that the iniquitous law, which forbade officers of revenue producing departments, Federal or Provincial, from voting in Provincial elections of Ontario has been repealed. Until quite recently, it was a common custom for ward heelers and others to threaten officers who were suspected of voting "wrong" with severe penalties if caught in the vicinity of the polling booth on election day. Since last session of the Ontario House this abominable legislation was abolished, though the fact was not generally known.

A summary of the work done to date by the Ottawa representatives of the D.C.A. will be issued soon. Owing to the number of meetings and developments which constantly arose, it is not feasible to deal with these matters in this publication. The questions are being discussed in a more or less confidential manner, and only those immediately concerned, and members of our Association, have any interest or right to them.

Much food for thought will be found in the general report, as supplied by the D.C.A.

Correspondence, inquiries and articles are again requested from secretaries of branch associations and the members generally. Surely there are many questions, items and matters of interest that could be discussed in our own columns with benefit to the members. So please take your pen in hand and indite a few lines to the Editor of the Customs news of *The Civilian* and thus start something.

* * *

THE MERIT SYSTEM.

In regard to the suggestion contained in the article contributed by D. H. Elliott, Vancouver, to *The Civilian*, in its issue of March 1st under the heading of The Merit System, I beg to say that suggestions of this character cannot fail to stimulate and fix attention upon the business aspect and upon the *modus operandi* by which "Commission Control" of the Outside Civil Service may be regulated and governed.

The problem of eliminating the "Patronage System of Appointments" and of inaugurating the "Merit System" in all Departments of Government, is one which involves serious consideration in regard to working out the details and in regard to legislation necessary to create the machinery whereby equitable principles and just methods may be provided and standards recognized. Wherever intelligence, integrity and industry in all departments of the Civil Service shall receive a just recognition. The new Civil Service Act should also provide for reasonable tests, whereby the present and future efficiency of the Inside and Outside Service may be attained and maintained.

Amongst the many provisions to be enacted in a new Civil Service Act, the following suggestions ought to be incorporated:

(a) A maximum and a minimum scale of remuneration, based upon the class or character of work and the responsibilities attached to the duties assigned to officers.

(b) An equitable scheme of Superannuation to which the staff shall contribute, say 50 per cent, and the Government 50 per cent.

(c) A standardized system whereby promotions shall be in strict accord with merit and efficiency in the discharge of duties, and in harmony with integrity of character.

(d) Also provision for a well defined system of tests whereby candidates in future shall qualify for clerical work in offices and for outside duties, and for duties requiring business and expert knowledge; said tests to be along the lines of the character of duties to be assigned.

Doubtless both the Government and Civil Service Commission are anxious to receive suggestions from members of the Civil Service provided said suggestions are of a kind whereby a wise solution of a difficult problem can be reached.

In that spirit the above suggestions are offered, and those contained in the article re "*The Merit System*" appeals to the business sense, and if they were incorporated in the new Civil Service Act, machinery would be created whereby a maximum of efficiency and a spirit of co-operation created with a minimum of friction in the public service.

London Branch.

A largely attended and deeply interested meeting was held here last night. It was unanimously decided to strongly support Toronto's recommendation.

"In view of the enormously increased cost of living, a measure of temporary relief be granted all Customs officers whose salaries have not been increased by \$200.00 since August, 1914, by a sufficient amount to bring each officer's salary up to at least \$200.00 more than it was on the date named."

Also,
"Should there be any delay in bringing the Customs under the Inside Service, that arrangements be made at once for raising the maximums, and for the granting of annual increases until such transfer is made."

* * *

Note.—Owing to sudden and serious family illness, the Customs matter for the last issue of *The Civilian* was omitted. The many readers will please accept this brief explanation.

Correspondence.

We do not hold ourselves responsible for opinions expressed under this heading.

A Square Deal for Railway Mail Boys.

Editors of *The Civilian*:

As the House is again in session and reforms affecting so many and varied walks of life are looked for by the country, and when practically every member of the Government is open for suggestions that might assist them in shaping the destinies of Canada, may I be given space in *The Civilian* to bring before your readers the unfairness in which the mileage system for meeting the expenses of mail clerks while on duty works out. (One half cent per mile of travel between eight a.m. and eight p.m. and one cent per mile from 8 p.m. to 8 a.m.)

Although we cannot be termed members of the crews operating trains, still we are compelled to put up with the same inconveniences, such, for instance, as irregular meals and sleep. Anyone acquainted with our work knows to what exposure we are subjected in catching bags along the road during the long winter months, especially when the trains are running late and this work has to be done after dark. It is a very unpleasant task indeed to stand at the car door, thinly clad, peering into the darkness for a catch-station, while all the time being numbed with flying snow and zero weather. Directors of railways recognize the just claims of their employees for overtime work and they grant them a liberal compensation for it, but no matter how long we are on duty we do not get one cent extra. A short time ago I spent twenty-two hours' overtime during the week and because the train during one trip was cancelled before reaching its destination, my mileage was actually less than if the trains had run on time that week. No one can reasonably deny that there is something wrong under this system, and that the trouble can easily be remedied by the Department allowing, for instance, thirty cents flat for every hour while on duty, which is figured on the basis of trains travelling thirty miles per hour.

Thanking you, Mr. Editor, for your courtesy, I am,

Respectfully,

F. A. SVEEWAN.

Edmunston, N.B., March 25, 1918.

DISFRANCHISEMENT.

The following letters are self-explanatory:

Sir Joseph Ward,
Minister of Finance,
Government of New Zealand,
Wellington, N.Z.

Dear Sir,—

Reference is frequently made in the annual debates on Civil Service matters in Canada to the desirability of disfranchising civil servants.

As the number of persons coming under state control is increasing, owing to the number of public services that the state is constantly assuming, it would seem to me that in the course of time a considerable number of persons would be disfranchised, if those who advocate disfranchisement should have their way.

New Zealand having socialized so many public services, and doubtless having a very large percentage of its population in the employ of the Government, I should like to enquire whether you have found it wise to disfranchise Government employees, and what is the practice in your country as to the privileges your employees enjoy in electoral matters.

Sincerely yours,

H. T. OWENS,
Committee Reporter,
House of Commons,
Ottawa.

Office of Minister of Finance,
Wellington, N.Z.,
January 25th, 1918.

Dear Sir,—

The civil servants of New Zealand enjoy all the privileges of the franchise and no distinction whatever is made between them and the other electors in the Dominion. There are, of course, large numbers of men and women employed in the Service, but no proposal has been made to deprive them of their right to exercise a vote, though the

regulations of the Service itself provide that an officer can stand as a candidate for Parliament while continuing to hold his position in the Service.

Yours faithfully,

J. WARD.

H. T. Owens, Esq.,
Committee Reporter,
House of Commons,
Ottawa, Canada.

THE SERVICE IN PARLIAMENT.

The Speech from the Throne placed Civil Service Reform in the first place in the order of merit after "winning the war."

The following questions were asked by Mr. Leduc:

1. Is there a Collector of Customs for the Port of Montreal?
2. If so, what is the name of the present incumbent, and when was he appointed?
3. Was the position promised him?
4. What are his special qualifications?
5. Is he a returned soldier?
6. Has he ever been connected with the Department of Customs?

Mr. Lemieux moved for "an order of the House" for a copy of all correspondence and petitions passed between the Prime Minister and Civil Service Federation, concerning certain appointments made in the Post Office and Customs Departments since the 17th of December, 1917.

The following is from Hansard of April 3rd:

OTTAWA POSTMASTER.

Mr. PROULX:

1. What commission, if any, did Mr. A. G. Acres, Postmaster at the City of Ottawa, receive from the Government for the purchase by him for the Government of the land situate on the North side of Wellington Street and on the West side of Bank Street?
2. Did Mr. Acres, or the real estate company with which he was connected before being appointed Postmaster of Ottawa, ever act for the Government in connection with the purchase of any other property?
3. Did Mr. Acres hold any position in the Militia of Canada, or in the Canadian Expeditionary Forces overseas?

4. If so, what was the position, and what was the salary attached thereto?

5. How much did he receive for allowance, living and and travelling expenses?

6. How long was he overseas?

7. Did he go to France? If so, how long was he there?

Hon. Mr. SIFTON:

1. \$22,260.42.

2. No information.

3. Yes.

4. Hon. captain and paymaster 77th Battalion Canadian Expeditionary Force, with pay as follows: Regimental pay, \$3 per diem.

5. Field allowance, subsistence allowance and travelling expenses, \$867; separate allowance from 1st August, 1915, to 31st December, 1916, at \$40 per month, \$680.

6. On strength overseas, three months and eleven days.

7. No.

NO NAVAL PATRONAGE.

While salaries for the Naval Service Department were under consideration, Mr. Cannon (Dorchester), asked if appointments were being made through a patronage committee.

Mr. Ballantyne: "I have received no recommendations from any patronage committee, and if I did I should not pay the slightest attention to them. I do not intend to recognize patronage at all."

"I am very glad to hear of the change," commented Mr. Cannon, amid much laughter.

While the Public Works estimates were up before the House, Mr. Carvell said he had made a list of 62 officers who were available for work in other departments if they should be required. There were in the Department of Public Works, he said, about 20 men who had outlived their usefulness and who were not entitled to superannuation, as they were doing practically no work, but it would be a great hardship to them to just dismiss them. He thought some provision should be made for cases such as this. The Department of Public Works, he thought, could get on very nicely if the staff were reduced by about a hundred.

MEMORANDUM FROM THE VICTORIA ASSOCIATION.

Whereas, the cost of living since the beginning of the war has increased to such a degree that the problem of providing adequate sustenance to themselves and their families has become a vital issue to the civil servants of this locality;

And, whereas, the cost of living is continually increasing more and more and renders large increases of pay absolutely necessary;

And, whereas, the burden of the acute situation bears most heavily on those receiving the smallest pay and the best and most equitable remedy lies in the adoption of percentage increases on present salaries based on a sliding scale;

It is hereby resolved, by the Executive Committee of the Victoria Civil Service Association, in council assembled at Victoria, B.C., on the 25th day of March, 1918, that an increase should be added to the salaries of all civil servants in this locality in the following manner, that is to say:

On salaries up to \$1,200 per annum, an increase of 40 per cent be made; over \$1,200 up to \$1,600 per annum, an increase of 30 per cent be made; over \$1,600 up to \$2,000 per annum, an increase of 20 per cent be made; over \$2,000 up to \$2,400 per annum, an increase of 10 per cent be made; over \$2,400 up to \$3,000 per annum, an increase of 5 per cent be made.

It is further resolved, that copies of this resolution shall be sent to:

(a) The Secretary of the Civil Service Federation, Ottawa, for distribution to the Prime Minister of the Dominion of Canada, the Acting Minister of the Department of Finance, the Chairman and each member of the Civil Service Commission, and such other persons as he may deem necessary.

(b) The Local Heads of all Departments, except the Post Office and Customs Departments, with a request that each will forward same to the Deputy Minister of his Department with his personal endorsement and active support.

(c) The Secretaries of the Local Branches of the Postal Clerks Association, the Dominion Customs Association and the Vancouver Civil Servants Association, asking

them to forward same to the headquarters of their organizations with a request for endorsement and active support of such organizations.

(d) Members of Parliament representing this constituency.

GUSTIN AISH,
Chairman of Committee.
F. E. NELSON,
Secretary of Committee.

Concurred in:

W. MARCHAND,
President, Victoria C. S. Assn.

FROM FORESTRY MEN AT THE FRONT.

Major W. A. Lyndon, France, formerly Chief Fire Ranger in the Crow's Nest for the Dominion Forestry Branch, in acknowledging the quarterly bulletin sent by the Branch to officers now in the field, writes:

"I have been for the past two months living on the battle ground of France. There is not a building standing within ten miles of us. Where the villages stood there is nothing left. It is a sight to see, but gets very tiresome to work in day after day among nothing but wreck and ruin. We went through a forest to-day, that is, what once was one. There was not a foot of ground that had not been turned over by shells, not a tree left standing, only a lot of stubs split and shattered; no protection whatever. It reminds me a great deal of what it is like after one of our big bush fires, only ten times worse."

Lieut. W. J. McLaren, of the Canadian Forestry Corps, formerly Chief Fire Ranger in Manitoba South for the Dominion Forestry Branch, has forwarded an attractive little pamphlet entitled "Timber," issued by the 112th Company of the Forestry Corps, which describes a visit to the scene of lumbering operations in Great Britain being carried on by Canadians. A number of very good illustrations make the pamphlet even more interesting. One of the best pictures is that of the pigs, "bye-products" they are called by the O.C., which were being raised on the waste from kitchen and mess-room.

Some of the most "picturesque" letters

which the Dominion Forestry Branch receives from its sixty-odd men overseas are those dictated by Private Matthew Nackaway, an Indian from Norway House, who was previously a fire ranger patrolling a section of country along the Nelson river in Northern Manitoba. His commanding officer reports that he and the other Indians attached to the unit are giving very good service. They are employed chiefly as despatch runners, scouts and snipers. It is said their ability to creep up close to the enemy posts without being discovered has been of the greatest value to the unit. Private Nackaway was gassed on September 22nd, and was so badly burned by this new form of gas that he was sent to a hospital in England. In a letter to the Director of Forestry, Mr. R. H. Campbell, he describes the effect of this gas as being like that of applying raw mustard to the skin. Private Nackaway is recovering, but his lungs still give him a good deal of trouble.

OBITUARY.

Marguerite, only daughter of J. E. Cusson, of the Records Branch, Dept. of Public Works, passed away on March 27th, aged 17 years.

Robert S. Montgomery, formerly of the Railway Mail Service, died at Westboro on March 24th.

Albert M. Routhier, of the Government Printing Bureau, died on March 31.

John Byrne Brophy, one of the most widely known public works engineers in Canada, died at Cornwall on March 30th, aged seventy-four years. He had long been connected with the Department of Railways and Canals and was engaged on railway building in the Maritime Provinces and in the West and on the Trent canal and other works in central Canada. His son, Lieut. "Don" Brophy, of the Dept. of the Interior, was killed a few months ago while serving overseas with the R.F.C.

Frank S. Checkley, I.S.O., comptroller of the School Lands Branch of the Department of the Interior, died on March 31, aged sixty-seven years. Mr. Checkley had been in poor health for some time, and had been on leave of absence. He had served for

nearly forty-five years and was about to be superannuated.

The death occurred at Fort Williams, N.S., on April 3rd, of Victoria Elizabeth, widow of R. W. Stephen, late deputy clerk of the Senate, aged eighty years.

Joseph E. Cauchon, accountant of the Public Works office at Edmonton, died in that city last week. He was a son of the late Hon. J. E. Cauchon, a member of the cabinet of Hon. Alexander Mackenzie, and a brother of Noulan Cauchon of Ottawa. He is survived by his widow, two daughters and a son, the latter invalided home from the front. Deceased entered the public service in 1888 and was paymaster of Public Works at Winnipeg until the establishment of the Edmonton agency.

C. J. E. Garry, of the Department of Public Works, died on March 4th. The funeral was held in Hamilton, of which city he was a native.



DEPARTMENT OF THE NAVAL SERVICE.
ROYAL NAVAL COLLEGE OF CANADA.



The Royal Naval College is established for the purpose of imparting a complete education in Naval Science.

Graduates are qualified to enter the Imperial or Canadian Services as midshipmen. A Naval career is not compulsory, however. For those who do not wish to enter the Navy the course provides a thorough grounding in Applied Science, and is accepted as qualifying for entry as second year students in Canadian Universities.

The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis for general development or further specialization.

Candidates must be between their fourteenth and sixteenth birthdays on July 1st following the examination.

Particulars of entry may be obtained on application to the Department of the Naval Service, Ottawa.

G. J. DESBARATS,

Deputy Minister of the Naval Service.
Ottawa, January 8, 1918.

Unauthorized publication of this advertisement will not be paid for.

LEAD ON, CANADA!

Oh the lilies of France,
In stubborn advance,

Wind with the thistle and rose,
But Canada's best,
At Britain's behest,

Leads in advance 'gainst their foes.

At the trenches' foul marge,
Or in bayonet charge,

When the fiends of hell run amuck:
"The Maple for ever!

"We will never, never

"Give in," says Johnny Canuck.

Oh the green turf of France,
In the bloody advance,

Enriched with Canadian blood,
Shall blossom in beauty,
Its tribute to duty,

When our sons won their place with
our God.

—I. M. C. Thompson.

All this talk about athletics developing the kind of men needed for the army is very fine, but when its application to present-day conditions in Canada is looked into, "the playing-fields of Eton" quotation ceases to be an effective argument. Eton sports and Rugby's "big side" developed healthy boys into strong men for future armies,—they did not and do not convert grown men into athletic recruits while a war is in progress. There is every reason to encourage juvenile sports, but the limit is not far off. Further,—how is the army or the national physique to benefit from the familiar "athletic" event where two dozen paid professionals are the participants and two thousand fans sit in the stands, inhale cigarette smoke and yell?

At the Sacred Heart Church, Ottawa, on March 30th, was celebrated the marriage of Laurie Cecil Hemphill, of the Department of Railways and Canals, son of Mr. S. P. Hemphill, of Ottawa, to Mary Yvette, only daughter of Dr. C. H. Godin, Medical Superintendent of Marine Hospitals, Ottawa.

THE POSTAL JOURNAL

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No. 8

THE P. AND T. A. OF GREAT BRITAIN.

The Postal and Telegraph Clerks' Association of Great Britain holds its annual conference at Southport on May 9th. The reports of officers contain very interesting information. The membership in December, 1916, was 25,641; in December, 1917, 26,150. Over 15,000 members have entered military service. The number of women members in Dec., 1916, was 9,500, and had increased to 10,100 in Dec., 1917. The position of the association, financially, is an excellent one. Under the heading of Investments we find: "West Ham Corporation, £200; Blackpool Corporation, £1,013." A donation was made to Ruskin College. Affiliation fees were paid to the Fabian Society, the National Housing Council, the Workers' Educational Association, the Trades' Union Congress and to the National Joint Committee. It cost £9.19.9½ for "Lobbying Parliamentary Committee;" and the following indicates part value received, according to the report of the Parliamentary Secretary: "The Parliamentary Committee was fortunate in securing the support of a number of excellent speakers on the occasion of the Estimates Debate. Sir W. W. Rutherford and Mr. Pennefather spoke excellently on the right of the Association to organize typists, and, in addition, Sir Watson Rutherford made splendid protest against the passover of Mr. F. T. Richardson. Lord Henry Cavendish Bentick made an appeal for joint control of the post office on the ground that it was necessary to recognize the humanity of the worker, and to associate him in the running of industry. Mr. Arnold Rowntree spoke forcefully on the human demand of labour, and he was ably supported by Mr. Chas. Duncan and Mr. T. E. Harvey." One hundred and forty-six resolutions make up

the preliminary Agenda and cover a wide range of subjects. For the purpose of providing means for carrying on the future policy of the association and strengthening its effectual fighting power, it is proposed to increase the subscriptions. "In view of the introduction of labour-saving machinery and the surplus of labour power on the market at the termination of the war, this conference pledges itself to the principle of a 36 hour week for the rank and file of post office workers," is a resolution to be submitted by the delegates from Derby. The conference will be asked to seek co-operation with trades unions, and labour generally, with a view to securing the abolition of honorary titles. The conference will be asked to demand that whatever bodies are set up to consider peace terms or reconstruction, a proportionate number of seats on these bodies be allotted to women. Several resolutions dealing favourably with the association affiliating with the labour party will be discussed at the conference.

HERE AND THERE.

Branch secretaries should not hesitate to call special meetings when communications from the General Secretary demand immediate action.

* * *

We do not love a lord, but we would dearly like to have Lord Henry Cavendish Bentick in the office of Postmaster General of Canada for a few months at least.

* * *

If the postal economists, now experimenting with women and child labour, had a dream of diluting the service with Hindus and forcing down wages, their dream is shattered. The first Hindu to enter the Service, Ram Nath Puri of Stockton, Cal., has

quit the job in disgust. Ram says the job was too dull to interest him. Incidentally, the job was hard, tiresome, and unremunerative. —The Union Postal Employee.

BRANCH NOTES.

Moose Jaw.

Someone said it was time the Recording Scribe got busy and let it be known that we are still in the running. It is a long time since we occupied any space here, so we shall have to make up for lost time. Well, we are better now than ever before, all the members are taking an interest in the meetings and turn out well. We formed a small dramatic club and got a lot of fun out of it, and next winter we will start earlier and go into it more fully.

It was decided to have due cards in 1918, and they have proved very popular. We had a printer's cut made of the crest, so if any branch wants the loan of it, drop a card. In January we had a Smoker and invited our Regina friends up, and in February they had us down there. Regina and Moose Jaw seem to be the only two branches that exchange visits; surely there are others who are situated similar to us?

A number of the boys are busy on the qualifying. When you see a fellow with a worried look these days it's plain evidence he is considering one of the Great Questions: What is the L.C.M.? Who was the King of Borneo in 23 B.C.? and what is the Latitude and Longitude of Joyville? Well, here's luck to 'em.

Before closing it would be proper to give the officers' names for 1918: President, J. H. Jackson; Vice-President, G. W. Walsh; Secretary-Treasurer, H. S. Bell; Executive Committee, Messrs. G. W. Walsh, H. S. Bell, A. P. Harrison, C. W. Unwin; Social Committee, Messrs. H. S. Bell, C. P. Stanley, G. H. King, J. Wasley, M. R. Robertson; Grievance Committee, G. W. Walsh, W. P. Angus; Finance Committee, G. H. King, A. P. Harrison; Delegate to Convention, H. S. Bell.

Kingston.

John Morrissey, who has been messenger in the Post Office for the past thirty-three

years, has been superannuated at his own request. It won't seem like the same place without "John." The office wishes him many years more to enjoy his rest.

John Hannah, a former sergeant-major in the first battalion of the Imperial "Black Watch" regiment, who has seen service in many parts of the world, has been added to the staff.

The Ottawa "Citizen" should receive the thanks of the association. It has at various times fought for the rights of the civil servant, and has taken a stand along the lines of the principles of our organization.

Will some one please tell us why the registration fee in Canada remains at five cents? In the United States it is double this. As the Department has doubled the fee on some classes of matter and as the revenue is needed and the work justifies the increased fee, it would seem that it is a matter that ought to be looked into.

This office would be pleased to see a former railway mail clerk, in the person of Mr. Armstrong, M.P. for a York riding, elevated to the position of Postmaster General.

We would also be pleased to see the Superannuation Bill brought in at the same time as the other Civil Service legislation is introduced this session.

Sydney, N.S.

We have entered once more on a new year, and already two months have flown swiftly by, and as we meditate on this fact we ask ourselves this question: are we any further ahead at the present time than we were in the first six months of the year 1917? which should never be forgotten, but be deeply impressed upon the minds of every civil servant as the most strenuous year in the history of the Civil Service in Canada.

It should not be necessary to bring to your attention the events of those trying times, but for the benefit of those who believe in sitting back and let the other members do the work, we can say this, and when we say it we do not surmise, but know, that the civil servants throughout Canada came nearer to the Paupers' Home than they imagined, and had it not been that the working members of the Postal Clerks Associa-

tion worked shoulder to shoulder, and repeatedly brought to the attention of the Department the state of affairs existing at that time we have no doubt that you, Mr. Let-the-others-do-the-work, as well as ourselves would have have been forced to seek admittance to this institution.

But the year 1917 is a thing of the past, and we have the next ten months of the present one before us, and from all indications they are to be a repetition of the past; not all together as far as the salary question is concerned, but something new has cropped up, and that is the eliminating from the public service of Canada "the patronage system." This last act on the part of the Government is of the most vital importance and means that the merit system should play a great part in future appointments.

We had no doubt that when the leaders to whom we looked to abolish the patronage system were sincere, and had every intention of carrying it out, but when we read with disgust in the last edition of *The Civilian* that they had appointed Mr. A. G. Acres to the postmastership of Ottawa and Mr. W. S. Weldon to the collectorship of customs for Montreal, we were forced to believe that the abolition of the patronage system was but a political dodge, and that the leaders of the Government had no intention of keeping their promises, or living up to their pledges. Therefore, members of the Postal Clerks Association, you see what is before us.

We must not under any circumstances let the grass grow under our feet; we must show the leaders of the Government that we will not stand for their foolhardy tricks, we must keep them deeply impressed with our feelings in regard to this matter, and at the same time show them that they must keep faith with us even as we have kept faith with them at the polls on election day, and to do this we must work together for the one cause. We must work together as one man. The Postal Clerks Association is the medium through which these things shall be accomplished. Those who have not already joined should come in with us, for in union there is strength. Then we can put vim into our actions, and demand an explana-

tion in regard to the Montreal and Ottawa appointments, and at the same time remind them of their pledges. If they cannot prove to our satisfaction that these appointments were not the result of political pull, then we should not stop until these two above named men are ousted from their positions and the ones who are entitled to them through the merit system have filled their places. Then, and not till then, will perfect harmony and unison reign supreme.

Halifax.

The annual meeting of this branch was held on Saturday, March the 2nd, the meeting being well attended. The officers for the ensuing year were elected as follows: President, R. W. Gibson (re-elected); Vice-President, F. L. Goodwin; Treasurer, H. E. Hope; Secretary, C. W. Hire (re-elected); Asst. Secretary, E. W. Melvin (re-elected). The Executive is comprised of the following members: J. P. Connors, J. T. Martin, C. H. McLeod, T. F. McDonald and M. B. Richardson, together with the officers.

Messrs. H. A. Boggs and W. R. Raftus were admitted as new members. Mr. Boggs, who holds the rank of major, went overseas with the 104th Battalion of New Brunswick in 1915; after seeing two years with that unit he returned to Canada and has resumed his duties in this office.

Mr. J. G. Peckham was married on February 28th. He is a returned soldier, having gone overseas with a draft from the 63rd Halifax Rifles. The members of this branch extend their heartiest congratulations to him.

Mr. Colin Campbell, who was confined to his house with an attack of illness, is again back in harness.

Ottawa.

A presentation was made at our office on April 8th, when Mr. L. J. D'Auray, of the Registration Branch, who left the same evening to report to the Royal Flying Corps at Toronto, was presented by the staff with a suitably engraved signet ring and Gillette safety-razor outfit. The address was read by Mr. W. Q. Ketchum, and the presentation made by Mr. R. E. Hall. Mr. D'Auray

replied very feelingly and thanked the staff for its thoughtfulness.

The annual meeting of the Ottawa branch was held in the recreation room of the Post Office on Friday night, April 5, and it was indeed a very successful one; more than 50 per cent of the members being present. This number, however, would have been increased but for the absence of clerks on night duty. The past year has been a strenuous one for the Association, and we are looking forward to a still more strenuous one this year.

The election of officers for 1918-19 resulted in the President (W. J. Cantwell) and the Secretary (R. E. Hall) being urgently requested to accept a continuance of office for another year, and which they finally accepted. Below is a full list of officers for 1918-19:

President—W. J. Cantwell.

Vice-President—W. H. Cottrell.

Secretary—R. E. Hall.

Treasurer—F. J. Hanratty.

Ex. Committee—F. R. Sparks, F. W. Wilkins, A. D'Auray and T. J. LeBlanc.

A hearty vote of thanks was tendered the retiring officers for their efforts during the past year.

THE OLDEST P.M.

The diamond wedding celebration of Mr. and Mrs. James Matthews, at Acton, Ont., on March 24th, drew wide attention to a unique record in postal service not only for Canada but for all America—a record which is exceeded by few if any civil servants in the world. Mr. Matthews has been postmaster of Acton for no less than sixty-three years, and had a couple of years' postal experience before receiving that appointment. Postage stamps were introduced in Canada in 1851, but their use was not immediate everywhere, and when Mr. Matthews became P.M. in 1855 the Acton office was still using steel stamps to mark letters "Paid 3d." or "Collect 3d."—the minimum letter rate within Canada being then double what it is now with the war tax in force. Mr. Matthews and his wife are both Canadians by birth and are both eighty-three years of age.

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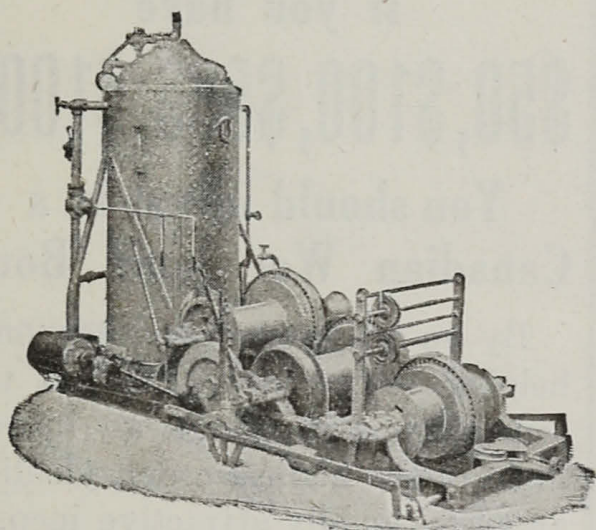
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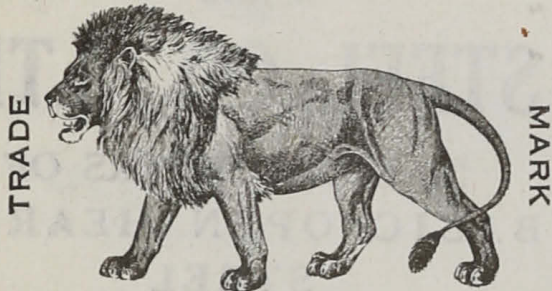
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